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Convention on the Elimination of All Forms of Discrimination against Women

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Committee on the Elimination of Discrimination against Women

Concluding observations on the combined sixth and seventh periodic reports of the Dominican Republic

Addendum

Information provided by the Dominican Republican in follow-up to the concluding observations*

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Note: The present document is being circulated in English, French and Spanish only.

* The present report is being issued without formal editing

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Paragraph 25

Violence against women

The Committee urges the State party:

(a) To develop, as a matter of priority, a national plan of action to prevent and combat violence against women and adopt a comprehensive law on violence against women that provides for risk assessments for victims, early warning mechanisms and awareness-raising about the various forms of violence against women, bearing in mind special needs in terms of accessibility of information for marginalized women and women with disabilities.

1. A draft law has been submitted in coordination with other actors in the justice system, with a view to developing a national plan for the prevention, treatment and punishment of violence against women.

(b) To strengthen the judicial system in order to apply the law on violence against women and to provide measures to protect potential victims, including restraining orders against perpetrators.

2. In collaboration with the Commission for Gender Equality, the Gender and Family Division and the National Judicial College have developed specific projects to train judicial officials, in particular criminal court judges, with the aim of going beyond a strict interpretation of the law, using arguments that are established within a legal framework based on real equality.

The Standing Committee on Family Affairs and Gender Equality of the Senate of the Republic

3. Measures adopted by the Senate of the Dominican Republic implementing the recommendations of the Committee on the Elimination of Discrimination against Women:

(a) An organic act has been drafted that outlines a comprehensive system to eradicate violence against women; it is currently in the process of being approved by the Chamber of Deputies and will be sent to the Dominican Government for enactment. This organic act protects all the fundamental rights of women from all forms of violence; it also protects marginalized women and women with disabilities, etc.

(b) This act supplements the judicial system in order to eradicate violence against women and includes measures to protect victims, such as restraining orders and shelters.

(c) The Penal Code and the Code of Criminal Procedure were amended to recognize femicide as a crime and increase the corresponding sentence from 30 to 40 years in prison.

(d) The Senate has developed legislation on the access of battered women to justice. It has also been working with the Ministry for Women, which has provincial offices where women who have been assaulted can receive psychological, medical and social assistance. The Office of the Attorney-General of the Republic runs the Care Centre for Abused Women and the Centre for Women Survivors of Violence and applies the follow-up protocol to women in shelters.

(e) Through the reform of the Labour Code, a series of measures have been introduced to protect female workers in free-trade zones, as well as women who are victims of sexual harassment in the workplace.

(f) Wherever the Labour Code has been amended, measures have been introduced to prohibit pregnancy testing and HIV/AIDS testing by employers in free-trade zones.

(g) By means of a resolution, national health insurance was granted to female domestic workers and maternity leave was increased from 12 to 17 weeks. The International Labour Organization (ILO) Convention on the subject was ratified by the National Congress through resolution No. 211-14, published in Official Gazette No. 10761 of 9 July 2014. Following this publication, article 236 of the Labour Code was amended, as it had previously granted pre- and post-natal leave for only 12 weeks. These resolutions were based on ILO Convention 139, of which the Dominican Republic is a signatory.

(h) The Dominican State has built 125 childcare centres throughout the country, in both the public and private sectors, open during the hours when Dominicans generally work; that is, the State introduced extended hours in schools, where children are given breakfast, lunch and a snack, from 8.00 am until 5.00 pm.

(i) The 10-year education plan must be expanded to cover the subject of shared care and set up schools for parents to learn about care sharing and parenting

(j) The National Institute of Technical and Vocational Training institutionalized a code of ethics, which established mechanisms to report harassment; it also set the corresponding penalties.

Actions undertaken by the Ministry of Health

4. Through the Office of Gender Equity and Development, the Ministry of Health is actively involved in the Inter-Agency Technical Committee of the Coordinated System of Care for the Victims of Gender-Based, Domestic and Sexual Violence, which operates at the three levels of prevention, intervention and care. As part of the progress made by this coordinated system, common implementation guidelines have been elaborated, designed to be applied by all those involved, including health professionals, during all the steps outlined in the roadmap for comprehensive care.

5. Another measure taken by the Ministry of Health, through the Office of Gender Equity and Development, was the elaboration and entry into force of the "2016-2020 Strategy for strengthening the response of the national health system to violence, focused on gender-based violence and violence against children, adolescents, women and the elderly". This strategy aims to strengthen the health sector's response to violence, in the framework of the Coordinated System of Comprehensive Care for Victims of Gender-Based, Domestic and Sexual Violence in the Dominican Republic; it reflects the Government's recognition of violence as a public health problem that disproportionately affects women, children and adolescents, as well as the elderly and other groups in a situation of greater vulnerability on account of sexual orientation or gender identity, disability or illness. To that end, the Ministry of Health issued resolution No. 000032 of November 2015, bringing the strategy into effect, with specific instructions for the effective implementation of and follow-up to the guidelines contained therein.

6. In addition, the Ministry of Health contributes to national efforts for gender mainstreaming in HIV/AIDS prevention activities. Progressive measures include the development of a 2015-2020 national strategy to address the linkages between violence against women and children and HIV/AIDS.

(e) To ensure that women and girls, including women with disabilities, who are victims of violence have adequate access to medical, psychosocial and legal assistance and to victim and witness protection programmes.

Legal Assistance

7. The Department of Families, Children, Young People and Gender, through its various thematic divisions, offers the public initial consultations essentially geared towards referral. The judiciary does not provide legal counsel or representation of any kind for victims.

On Disability

8. Thanks to the National Council on Disability, we have developed an approach to the issue of disability, through a workshop held in 2015, aimed at the development of future programmes within an institutional framework.

First Initiative in this regard

9. The workshop entitled "Challenges to the rights of persons with disabilities" was designed to raise awareness about the rights of persons with disabilities and to train staff working directly with users, such as the Department of Families, Children, Young People and Gender through its Gender and Family Division, together with the National Council on Disability and in coordination with the National Judicial College.

10. This workshop was conducted at the National Judicial College by administrative personnel from the various departments of the judiciary, as well as judges and mediators from the School, as a first concrete reflection on the status of disability in the Dominican Republic. From both a legal and conceptual perspective, the workshop addressed topics relevant to the legal compendium on disability, the legal framework, conventions, protocols, and to Organic Act No. 5-13 on the Rights of Persons with Disabilities.

11. There were 31 participants (28 women and 3 men).

Interinstitutional Agreement

12. In December 2015, an interinstitutional agreement was concluded by all the institutions that are part of the justice system in conjunction with the National Commission on the Rights of Persons with Disabilities. A joint coordination bureau has consequently been created, chaired by the National Commission and tasked with establishing the national disability plan.

Projects of the Judiciary

13. Two interview centres (in San Cristóbal and Santiago) were established to improve access to justice for women who are victims of violence.

14. These provide special mechanisms for interviewing victims or witnesses of a crime. At present, the judiciary has interview centres in the National District, San Cristóbal and Santiago, with plans to open more.

15. These are currently used by children and adolescents, as well as women in exceptional cases. Work on the parameters is still needed, owing to the shortage of shelters to meet the demand illustrated in national statistics.

Actions undertaken by the Ministry of Health

16. The Ministry of Health has regulations, guidelines and protocols on comprehensive health care for the victims of domestic violence and violence against women, which include specific approaches and attention aimed at persons suffering from domestic violence and violence against women, including women with disabilities.

17. In November 2013, a health care intervention model for victims of violence against women and domestic violence was adopted in the Dr. Luis E. Aybar Hospital, with a view to being replicated in other health centres. This model proposes a comprehensive care model, with interventions to target the psychological, emotional, social, legal and physical/biological dimensions of each problem; it was developed in order to organize and direct the actions of the personnel involved in caring for victims/survivors of violence, based on national standards for comprehensive health care for the victims of domestic violence and violence against women. This model provides a benchmark for the National Development Strategy (Act No. 01-12), in terms of establishing health units for the prevention and treatment of violence.

18. In order to ensure the right of all victims of violence to comprehensive health care, the Ministry of Health likewise publicized Ministerial Decree No. 00050 of 6 December 2013, on the enhancement of comprehensive health care for victims of violence against women and domestic violence. Decree No. 0004 issued in January 2013 requires all sectors of the national health system to report promptly all instances of physical and sexual violence in the epidemiological surveillance system.

Paragraph 35

Employment

The Committee urges the State party:

(b) To adopt measures to encourage women to opt for non-traditional occupational areas such as technical professions;

19. The Technological Institute of the Americas (ITLA), which specializes in technological education, has helped to train professionals in technology and applied science, using innovative methods, encouraging community involvement and drawing on ethical values and global awareness to contribute to national development.

20. ITLA seeks to transform the lives of young Dominicans through an educational curriculum that will enable them to exploit technology as a catalyst for the country's social and human development.

21. The following are some actions and measures implemented by ITLA to encourage women to opt for non-traditional occupational areas such as technical professions:

The agreement between ITLA and the Research Centre for Feminist Action (CIPAF)

22. In 2010, ITLA signed an agreement with the Research Centre for Feminist Action, with the aim of promoting affirmative action in favour of the inclusion of women in technical careers offered by ITLA.

23. The initiatives undertaken include:

Workshops

24. Awareness-raising workshops were conducted on gender issues and on the gender digital divide for the institution's teaching and administrative staff.

The "Technology is for Women Too" Campaign

25. Designed by a group of ITLA students in multimedia studies, this campaign seeks to attract women to enrol in the technical courses offered by the Institute. The campaign was officially launched at an event attended by the news media and included: advertisements in digital and print newspapers, press briefings, targeted distribution (in schools, high schools and shopping centres) of flyers and brochures with relevant information for young women on the registration process, and a promotional video showcasing the careers offered by ITLA.

26. As a result of such actions, female enrolment in ITLA gradually increased between 2010, when the project was launched, and December 2012, when the project was completed.

Other projects launched:

a) "Women on the Internet" is a technological training programme developed by the Community Technology Centre with the support of ITLA, which seeks to motivate women to continue to specialize in technology. The programme includes training in the four Cisco Certified Networking Associate modules.

b) Visits to educational establishments: Motivating young people in their last and penultimate year of secondary school to pursue technological careers, using as an example the results obtained by women who graduated from ITLA.

c) Women's Digital Federation: An initiative launched by a group of women from the Boca Chica municipality, which ITLA has supported by offering courses such as: Technical Computer Basics, Website Design and English Language Studies.

27. In regard to the actions outlined in the paragraph above, the Ministry of Labour has taken steps to encourage women to enter non-traditional occupational areas such as technical professions.

28. In light of the agreements signed by the Ministry of Labour, and as Chair of the Board of Directors of the National Institute of Technical and Vocational Training, a number of professional activities have been undertaken, with a view to building women's technical and/or non-traditional vocational capacities. Article 23 of the Organic Act on the National Institute of Technical and Vocational Training, No. 116-80, stipulates the following:

> "This educational endeavour shall not merely consist of the provision of technical training, but shall also include comprehensive training of individuals as biological, human and social beings. The Institute shall provide access to education for men and women of all ages, with no requirements concerning previous level of schooling, and for periods of time not determined by the inflexible chronological concept of 'duration' but using flexible scheduling likely to attract students and participants."

29. Pursuant to the aforementioned article of the Organic Act, 12,520 women were trained between 2009 and 2014 in non-traditional professional careers, including

general mechanics, automobile mechanics, computer maintenance, electrical installation and maintenance and masonry, among others.

30. The technical courses with the highest female enrolment were: computer maintenance (3,970), electrical installation and maintenance (3,531), automobile mechanics (1,030) and general mechanics (811); the lowest female enrolment was in mechanical maintenance (47).

31. To stimulate interest in technical careers and the participation of women, workshops have been held on equal opportunity and non-discrimination, both based on the fundamental understanding that men and women have the same capacities. That equality is at the heart of the training actions carried out by the Solidarity Centre for the Advancement of Women, the National Institute of Technical and Vocational Training and the Ministry of Labour.

32. Moreover, in order to celebrate International Women's Day, the Ministry of Labour called on various actors and leaders of women's organizations to participate in a multimedia forum on "The Labour Market Insertion of Women in Non-Traditional Jobs", at which women shared their experiences as entrepreneurs. This forum was held on 5 March 2015, at the Head Office of the Autonomous University of Santo Domingo.

33. Pursuant to Resolution No. 02-2015 issued by the Ministry of Labour on 2 February 2015, the practice of consulting personal data concerning the credit history of job seekers, with a view to using such criteria to select individuals for a position, to award individuals any kind of distinction or preference or to exclude them, with the subsequent effect of nullifying or hindering equality of opportunity or treatment in access to employment or the right to continued employment, was deemed to be discriminatory.

34. Through the National Institute of Technical and Vocational Training, the governing body of the national training system for productive work in the country, a number of campaigns have been conducted using posters and television spots to motivate women to develop non-traditional technical skills.

(c) To provide for effective remedies for victims of sexual harassment in the workplace, including through the adoption of the necessary legislation.

35. Labour Act No. 16-92 (Labour Code), promulgated on 29 May 1992, prohibits sexual harassment in the workplace under article 47, paragraph 9. This article and paragraph state:

> "Employers hall not take any action against workers which may be regarded as sexual harassment, or support or fail to intervene in any such action carried out by their representatives."

36. Accordingly, the Ministry of Labour drafted and distributed the "Guide to labour rights for equal opportunity and non-discrimination", which in paragraph 2.3.3 covers all matters relating to sexual harassment in the workplace, in compliance with the provisions of Labour Act No. 16-92 (Labour Code) and under the commitment made as a State party to ILO Convention No. 111 on Discrimination (Employment and Occupation).

37. Moreover, the Ministry of Labour is now properly staffed to carry out labour inspection as well as to provide customer service and free legal assistance, through the Directorate of Inspection Systems and the Division for Legal Assistance, respectively. These mechanisms seek to ensure the prevention of sexual harassment and the protection of both male and female workers in the workplace.

38. With a view to the promotion of rights and the prevention of sexual harassment, the Ministry also works with the Directorate for the Coordination of Inspection Systems, which between 2014 and 2015 has conducted a total of 49 workshops with the support of local inspectors. The workshops examined the prohibition of sexual harassment at work through two lenses: 1. Labour legislation and Social Security; 2. Rights and obligations of employers and workers, in each case with national coverage.

39. The following measures have been adopted within the Ministry of Tourism:

a) Establishment of the Unit for Mistreatment and Harassment in the Workplace, which is run by specialists in the discipline (one organizational psychologist and two clinical psychologists), who are responsible for ensuring the physical and mental health of all women who experience similar situations in this Ministry.

b) Collaboration with the Institute of Caribbean Tourism Education and Training: The Institute is responsible for contributing to the education and training of tourism specialists in areas such as: food and beverages, hospitality, tourist information services, travel agencies and tourism operation.

c) Interventions at the internal level within the Department of Gender Equity, which consist of discussions conducted before the beginning of each module, where the importance of preparing for a better life and continuing to make their presence felt is explained to all women so that they will complete their studies.

d) Women occupy 75 per cent of all leadership and senior management positions within the Ministry. We conducted this study to further motivate our women to continue excelling; it is further proof that they can indeed continue to inhabit all socio-professional areas.

e) Discussions are held periodically by this Department that aim to motivate all female employees, so that they continue to aim higher every day and realize that gender cannot and should not be a prerequisite for holding key positions, because professional and personal merit alone can determine who occupies a position.

40. The judicial system, represented by our Supreme Court of Justice, has a Judicial Council with authority over the Department of Families, Children, Young People and Gender, which has taken the following steps:

a) It has developed a project to raise awareness of women's rights among the nation's courts and women themselves in order to prevent gender-based discrimination.

b) It has made proposals to ensure that the legal aid provided to women without financial means includes witness and victim protection.

Project name: Access of women to justice

41. This project involves four (4) activities or components:

a) Community law schools;

b) Workshops for study, evaluation and monitoring of judgements from a gender perspective;

c) Centres for interviewing persons in a state of vulnerability (women victims of domestic, gender-based and sexual violence);

d) Legal assistance to victims.

42. For budgetary reasons, it was possible to take action only on component b) of the four components submitted to the Judiciary Council in the annual operational plans for 2014 and 2015.

43. The Judiciary Council acknowledges that the projects submitted by the Department of Families, Children, Young People and Gender meet national and international requirements for safeguarding the rights of women and correcting their status of vulnerability in the justice system. However, in recent years, it also acknowledges that it has not been possible to expand the projects because of the difficult financial situation.

44. The project goal is to implement the thrust of the Gender Policy, particularly as regards gender mainstreaming in the daily activities of male and female judiciary employees, so that they can provide better service to users and ensure full compliance with Goal 1.4 concerning the provision of specific and specialized assistance.

45. Action 1.4.2 concerns enhanced implementation of the gender equality policy in the 2015-2019 Strategic Plan for the Judiciary. Information will be provided on the main findings of the studies conducted by the Observatory for Justice and Gender in the Judiciary on gender as reflected in sentencing for violence against women, sexual violence and femicide in the Dominican Republic.

46. Other actions by the Judiciary:

a) Participation in UNFPA Round Tables;

Creation of the XVII Summit Protocol;

b) Judicial Action Protocol for cases of gender-based violence against women, adopted at the XXII Ibero-American Judicial Summit, held in Santiago in 2014;

Training with the International Association of Women Judges;

c) In order to enhance the ability of the Dominican judicial system to deal with gender-based violence, work with the International Association of Women Judges to provide training in essential topics for male and female judges dealing with cases of gender-based violence;

d) Operation of the Justice and Gender Observatory (www.observatoriojusticiaygenero.gob.do).

(d) Prohibit and prosecute compulsory pregnancy testing and HIV/AIDS testing as a condition of employment and establish a mechanism for monitoring the working conditions of women living with HIV/AIDS;

47. In order to implement and oversee compliance with the legislative provisions concerning the serological status of persons in the workplace, the Ministry of Labour has a technical unit providing comprehensive assistance (UTELAIN). This unit consist of a team of male and female lawyers who are training and raising awareness among labour leaders in order to achieve equal opportunities and non-discrimination against persons with HIV/AIDS working in the Dominican Republic.

48. The unit's basic documentation consists of:

a) The guidelines established by the International Labour Organization (ILO), such as the decent work principles, international law instruments adopted by ILO, the 2001 ILO Code of Practice on HIV/AIDS and the

World of Work and the separate HIV and AIDS recommendation, 2010 (No. 200);

b) Principles 1 and 2 of the United Nations Global Compact;

c) Lessons learned from the national response to HIV/AIDS.

49. In addition, guidance and special attention are given without charge to persons living with HIV/AIDS in order to ensure that they can exercise their labour rights.

50. The guide produced at the initiative of the Ministry of Labour on labour rights for equality of opportunity and non-discrimination deals with non-discrimination in labour matters for persons living with HIV/AIDS, specifically in sections 4.1 (Rights of persons living with HIV/AIDS) and 4.1.2 (Labour protection for persons living with HIV/AIDS), which reflect the 2010 Constitution of the Dominican Republic, Labour Act No. 16-92 (Labour Code) and General Act No. 135-11 on HIV/AIDS. The General Act establishes the prohibitions applicable to employers of persons living with HIV/AIDS and the sanctions applicable to persons engaging in acts discriminatory towards persons living with HIV/AIDS.

51. As regards legal proceedings for discrimination against persons living with HIV/AIDS, the Ministry of Labour, in cooperation with the judiciary of the Dominican Republic, played an important role by making arrangements for awareness-raising and access to justice. This is illustrated by the most recent ruling by the Third Chamber of the Supreme Court of Justice dealing with Labour, Land, Administrative Disputes and Tax Disputes. On 31 March 2015, it issued ruling No. 113 on workplace harassment of persons living with HIV/AIDS. This set an important precedent regarding the scope and guarantees of the fundamental rights of workers living with HIV/AIDS.

52. Act No. 135-11 on HIV and AIDS entered into force in 2011. This legislation is an important step forward in terms of rights and deals with the various aspects of prevention, care and mitigation of HIV and AIDS. Based on the Constitution of the Dominican Republic, it becomes an important tool for advocacy on behalf of persons living with the epidemic, by establishing the right to comprehensive health care, the right to information about one's health, the right to work, the right to change the work environment, the right to non-discrimination and dignified treatment, the right not to be interrupted when performing one's duties, the right to education, the right to confidentiality, the right not to be isolated, the right to full sexuality, reproductive rights, the right to freedom of association and participation and the right to engage in actions of a legal nature.

53. The legislation provides for sanctions in the event of a violation of rights because of seropositivity. This can be seen from article 76 on testing for HIV or its antibodies without permission, articles 86 and 87 on testing as a requirement for recruitment to a post in the public or private sector and articles 91 and 92 on discrimination against or stigmatization of an HIV-positive worker in the public or private sector.

54. Despite its progressive nature, Act 135-11 has been criticized for the content of some of its articles. Article 78 concerns the obligation to inform sexual partners of one's HIV seropositivity: "Any person who is knowingly HIV seropositive and fails to inform a potential sexual partner of that fact shall be liable to imprisonment for two to five years." It is claimed that this article represents an invasion of privacy, by punishing persons living with HIV who do not notify future sexual partners of that fact. This assumes that all persons with HIV are aware of their status and obliges accused persons to undergo testing. The article undermines human rights and results in the perpetuation of discriminatory and stigmatizing attitudes and actions.

55. In addition, article 79, referring to intentional transmission of HIV, states that: "Any person who by any means transmits HIV intentionally to another person shall be liable to imprisonment for 20 years". The main problem with this article is that it is legally complicated to prove whether there was intention to cause harm from a possible HIV infection in a relationship.

Discriminatory practices against pregnant women and women living with HIV/AIDS that prevent them from gaining access to jobs

56. With the creation of the Labour Technical Unit for Comprehensive Care (UTELAIN) in 2007, the Ministry of Labour became more actively involved in the national response. This Unit is responsible for providing advice, training and legal assistance to workers and employers of both sexes on all matters relating to HIV and AIDS in the workplace, based on ILO Recommendation No. 200 on HIV/AIDS and the World of Work.

57. Progress has been made with regard to HIV and AIDS in the workplace. On 20 December 2012, the Ministry of Labour reached agreement with the sectors involved on a Policy Document on HIV and AIDS in the Workplace in the free-trade zone of the Dominican Republic. The Document was entitled "Zero tolerance of discrimination in the workplace".

58. The national legislation dealing with human right problems includes article 44 of the Labour Code, which requires male and female workers "To undergo a medical examination at the employer's request to check that they are not suffering from any disability or contagious disease that would make it impossible for them to do their work. The examination shall be paid for by the employer". This article provided the rationale for employers to test for HIV or its antibodies. The findings led to dismissals and evictions, destroying professional careers.

59. Cases of persons dismissed from work because they are HIV-positive are referred to UTELAIN, which helps them to be reinstated.

60. Gender equality and equity are essential to health, development and well-being and are therefore the focus of international and national attention in the context of efforts to combat the HIV epidemic.

61. Strategies to promote gender equality in the context of HIV are not only aimed at guaranteeing equal access to resources and services. The main challenge is to eliminate the institutional barriers and historical handicaps created by the unequal social construct of gender and other social factors limiting access to such resources and services, and to promote their effective use and foster the autonomy and empowerment of the persons and groups considered to be crucial.

(g) Expand and allocate adequate resources to childcare facilities throughout the State party and introduce flexible working hours for women and men in both the public and private sectors

62. There is a definite political willingness to do this on the part of the central Government, which has allocated a sizeable budget to this endeavour. A start has been made on implementation of the National Plan for the Care and Comprehensive Protection of Early Childhood ("Quisqueya Begins with You"). Agreements have been concluded with 15 social organizations to start co-management of the first 41 community centres, which will be attended by more than 15,000 children under five.

63. There are 101 new day-care centres, 600 community centres, 66 social security centres, 74 Esperanza facilities and 52 former CANIS, able to accommodate 146,071 children under five.

64. The goal by 2016 is to construct and equip at least 216 day-care centres. With the existing 114 centres, this will result in a total of 330 centres. They will be able to accommodate over 90,000 children, tripling the previous day-care centre capacity.

65. It is also planned to construct and bring into operation 1,000 Community Centres and Networks, starting with 120 in 2013, and to provide child-rearing training to about 475,940 families over the next three years. Immediately after birth, children will be able to be placed in a day-care centre and they can then continue to follow the remaining education cycle. The goal is to expand early childhood education to cover 90 per cent of two-year-olds.

66. Supporting and creating new day-care centres undoubtedly help employers to introduce flexible working hours, as allowed by articles 146 to 162 of Act No. 6-92 (Labour Code) concerning working hours in the Dominican Republic.

(h) Raise awareness among men and women about their equal family responsibilities and encourage men to participate equally in child rearing and household responsibilities

67. In the human training module provided in its courses, the Institute of Technical Vocational Training includes a topic on gender equality and equity, as well as use of inclusive language.

68. Facilitators of technical vocational training are taught to develop content fostering equity, equality and good citizenship.

69. The Ministry of Labour accepted and validated Decree No. 974-01 of 26 September 2001 on the formulation and creation of policies for ensuring equity and equality, in order to highlight the various problems and the national obligation to tackle and eradicate them.

70. Accordingly, under Programme XIII, funds are allocated to the Department for Equal Opportunity and Non-Discrimination, which deals with the sharing of family responsibilities and child-rearing, so as to promote equity and equality between men and women as regards family responsibilities and sharing of child care and household tasks.